

## Grand Rapids Racial Equity Vision Statement

The City of Grand Rapids believes in and relies on racial equity values to eliminate institutional racism to ensure equitable opportunities and outcomes in our community now and in the future.

### Mission Statement

The City of Grand Rapids works collaboratively with internal and external stakeholders to ensure racial justice, equity and inclusion exist in our programs, services, policies and facilities.

### Racial Equity Values

Our vision and mission are based on the following values:

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| <b>1. Justice</b><br>We are clear-eyed about the past and rigorously committed to a new way of governing, one that intentionally creates just, equitable outcomes for people of color. | <b>2. Courage</b><br>We believe and encourage courageous conversation and leadership that advance racial equity. |
| <b>3. Community</b><br>The principle “nothing about us without us” is a core tenet of our approach.  | <b>4. Momentum</b><br>This work is deeply urgent, but we know that lasting change cannot happen overnight.       |

## Grand Rapids Racial Equity Commitment

Our Racial Equity vision, mission and values are a commitment to promote just, fair and equitable:

- Formation and implementation of public policy
- Management of City programs, services and activities
- Distribution of direct and indirect public services
- Equitable use of resources
- Fair and impartial employment/promotion opportunities at all levels of the organization
- Use of a racial equity lens for all City programs, services and activities

## CITY OF GRAND RAPIDS RACIAL EQUITY HERE

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To assess how City operations impact people of color, we start with the language used to refer to racial equity. Below we've defined terms to use as a collective frame of reference. This gives us a common language to discuss racial disparities.

### Glossary of Terms:

**Contracting Equity-** Efforts to achieve equitable racial outcomes in the way the City spends resources, including goods and services, consultants and contracting.

**Institutional racism:** A form of racism expressed in the practice of social and political institutions, as distinct from racism by individuals or informal social groups.

**Inclusive Outreach and Public Engagement-** Processes inclusive of people of diverse races, cultures, gender identities, sexual orientations and socio-economic status. Access to information, resources and civic processes so community members can effectively engage in the design and delivery of public services.

**Public engagement:** Public engagement is a term that is widely used in a variety of sectors, from arts and heritage to science policy and local government.

**Opportunity areas-** One of seven issue areas the City is working on in partnership with the community to eliminate racial disparities and create racial equity. They include: Education, Health, Community Development, Criminal Justice, Jobs, Housing and the Environment.

**Outcomes:** The result you are seeking from the program, service or activity

**Outreach:** Community outreach and authentic engagement of the community we serve

**Racial disparity:** refers to a difference that may or may not be related to discrimination. Criminal justice experts distinguish between legal and extralegal factors to explain racial disparities in criminal justice.

**Racial equity:** is an equal regard to all races. It can refer to a belief in biological equality of all human races, and it can also refer to social equality for people of different races.

**Stakeholders:** Community members, departments or staff who are affected by the policy, program or activity.

**Workforce Equity-** Ensure the City's workforce diversity reflects the diversity of our community

Below is the Service Assessment outline you'll use to evaluate one of your services.

